

HUMAN RIGHTS INVESTIGATOR
MONTHLY REPORT

Month/Year: March 2021

Case Summaries

Case #	Type	Date Filed	Most Recent Disposition
#190725	Race discrimination in employment (discharge)	07/25/2019	The parties reached an agreement in principle a few days before the scheduled public hearing on February 25. I expect the Complainant to withdraw the charge when the agreement is executed.
#200928	Race discrimination and retaliation in employment (discharge)	9/28/2020	Concluded the investigation on January 30. Found probable cause of race discrimination related to treatment, but not related to the actual termination, nor to retaliation. Am now mediating settlement negotiations via email. The Respondent has asked for a settlement conference. I relayed this to the Complainant and am now awaiting the Complainant's decision.
#201120	Sexual harassment	11/20/2020	Found reasonable suspicion of a violation and sent formal charge to the employer on November 30. I have been conducting the investigation. On March 8 the Respondent asked if the Complainant would agree to conciliation with me serving as facilitator. I relayed this to the Complainant and am now awaiting the Complainant's decision.

Submitted by: **Fred Spannaus, Human Rights Investigator**